

Outlook

THE UNIVERSITY OF MARYLAND FACULTY AND STAFF WEEKLY NEWSPAPER

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Giving a Voice to Non-Exempt Staff

Those not represented by union bargaining agreements can rely on at least two staff members to advocate for them at the system level in another capacity.

Mary Graham-Fisher, a program management specialist I with the Office of Human Resources, and Natalie Torres, an administrative assistant II also with human resources, recently won spots in the Council for University System Staff (CUSS) elections. Graham-Fisher will serve as the representative for non-exempt staff, which includes contingent II employees; Torres is the alternate representative for College Park. Terms are two years long. Graham-Fisher and Torres will serve now through June 2005.

CUSS is an independent body comprised of representatives from each of the University System of Maryland institutions. It serves as an advisory board to the chancellor and the Board of Regents on issues such as staff compensation plans, performance evaluations and benefits programs.

Both women say being a part of CUSS is a natural extension of their jobs and interests.

"I was involved with the [campus] Senate as a non-exempt senator," says Graham-Fisher. "As I became more involved, I found that a lot of Senate work is more on the academic side."

She found out about CUSS through her supervisor and thought it would be good way to work with and for her staff colleagues. "I want people to recognize that staff keeps the university going and they're doing a stellar job."

Torres agrees and would like to help non-exempt staff reach their potential.

"I am interested in seeing employees get the training they need to help them be more effective in their jobs. Well trained employees are happy employees and they stay with the organization longer," she says. "I would like to see every-

See *CUSS*, page 3

That's Not All, Folks

For more articles on campus happenings, events and highlights of faculty and staff achievements, go to <http://outlook.collegepublisher.com>.



Stages

NEWS FROM THE CLARICE SMITH PERFORMING ARTS CENTER

Distance Feels Close in Metaphorical *Manteca* (Lard)



Harold Ruiz, director, as Celestino, Leslie Yáñez as Dulce, and Peter Pereyra as Pucho in Teatro de la Luna's production of *Manteca* (Lard), at the Center's Kogod Theatre on April 1 and 2.

Set within the confines of a tiny Havana apartment, the dramatic comedy "*Manteca*" ("Lard" in English) manages to cover a lot of distance.

The one-act play by Cuban playwright Alberto Pedro Toriente explores the emotional distance between members of one struggling Cuban family, as well as the distance between the stark realities of their lives and their dreams of better days. Arlington, Va.-based Spanish language theatre Teatro de la Luna brings the powerful "*Manteca*" to the Kogod Theatre on Thursday and Friday, April 1

& 2 at 8 p.m. The play will be performed in Spanish, with simultaneous translation into English. Post-performance Q&As in Spanish with the artists will follow each show.

Written in 1993, the play looks at the struggles of two brothers, Pucho and Celestino, and their sister Dulce, on one New Year's Eve. Unbeknownst to their neighbors, the siblings have been secretly raising a pig in their cramped tenement. As the three prepare to butcher the animal for sustenance and in honor of the holiday, they begin to argue about how and when the act should be

completed. The pig takes on metaphorical significance, representing their hopes and dreams, and the family members with disparate world views fight their way to a new year and a new life.

Harold Ruiz, director of the production and who also plays Celestino, says in his program notes: "I dedicated this play to all those in Cuba, and in the world at large, who struggle against the wind and the tide in hope of something different."

Tickets are \$25 or \$5 for students (limit two) and are available by calling (301) 405-ARTS or visiting www.claricesmithcenter.umd.edu.

Faculty, Staff Opinions Sought

In order to gauge the campus climate among faculty and staff concerning their lesbian, gay, bisexual or transgender (LGBT) colleagues, a campus-wide multi-faceted outreach effort will soon begin.

Laura Nichols, a member of the Office of Organizational Effectiveness' Peer Consulting Network, is organizing focus groups, and email and online surveys to discern how comfortable those in LGBT community feel on campus. A report released by the Campus Assessment Working Group last March stated that students in this community didn't always feel welcome or supported at Maryland.

"Dr. [Rob] Waters, after hearing the findings of the student climate study, felt that the issue was something we really needed to explore," says Nichols. Waters is associate vice president and special assistant to the president with respect to equity issues.

The effort also coincides with a recent state's attorney general opinion that gender expression and identity wording should not be a part of the university's Human Relations Code, though President Dan Mote supports the change. Different than sexual orientation, which is covered under discrimination policy, gender identification and expression have to do with how a person expresses his or her sexual identity. The President's Commission on Lesbian, Gay, Bisexual and Transgender Issues is working with Waters, Joel Cohen and Susan Bayley of the university's legal office and members of the LGBT community to resolve the issue.

Through the surveys and focus groups, Nichols would like people to help "illuminate" any areas of concern that should be addressed. Eleven groups will run during March and April according to the schedule below. A WebCT survey will be available soon.

"Every faculty and staff member on campus will be invited to participate," says Nichols. "My hope is to hear from as many voices as we can."

Focus Group Schedule

To participate, call Nichols at (301) 405-6880.

All campus non-exempt staff

Tuesday, March 30, 11:30 a.m.-1p.m.
Maryland Room, Marie Mount Hall

All campus faculty

Tuesday, April 13, 8:30 -10 a.m.
Maryland Room, Marie Mount Hall

All exempt staff

Thursday, April 13, 11:30 a.m.-1p.m.
Maryland Room, Marie Mount Hall

See *FOCUS GROUPS*, page 3

Working Toward Natural Inclusion

Though the university demonstrates remarkable commitment to diversity's importance, Linda Williams wonders why her college—one dedicated to the study of societal problems and solutions—offers so few core diversity courses.

Williams, an associate professor of government and politics, is using a Faculty Support Award given by the faculty relations committee of the Diversity Initiative to study "the extent to which difference is valued in curriculum and pedagogy in core courses in the social sciences." The Office of the Associ-



Linda Williams

ate Provost for Equity and Diversity and the Office of Research and Graduate Studies co-sponsor the award, which is administered by the Office of Human Relations Programs (OHRP).

Williams finds it interesting that of 65 core courses taught in the College of Behavioral and Social Sciences in the Fall 2003 semester, only 15 were core diversity courses.

"And of those courses, only 27 percent are taught by faculty. You have to ask, 'Are we taking this seriously?'"

See *WILLIAMS*, page 3

dateline maryland

YOUR GUIDE TO UNIVERSITY EVENTS : MARCH 16 - APRIL 2

TUESDAY

march 16

Noon-1 p.m., Updates on University Direction for Child Care and Alcohol Task Force 0114 Counseling Center, Shoemaker Bldg. Patricia Mielke, assistant vice president for student affairs, will speak. For more information, contact Catherine Sullivan at 4-7690 or cms13@umd.edu.

4:30-6:30 p.m., Path to Wellness West Gym, Campus Recreation Center. Free screenings and wellness assessments. For more information, contact Jennifer Treger at 4-1493 or treger@health.umd.edu.

5:30 p.m., Edith Piaf: In Words and Song Laboratory Theatre. Joan Keefe talks about the life of French chanteuse Edith Piaf. For more information, call 5-ARTS.

8 p.m., Masters of Mexican Music Dekelbourn Concert Hall, Clarice Smith Performing Arts Center. Musical traditions featured from four different regions of Mexico. For more information, call 5-ARTS.

WEDNESDAY

march 17

7 p.m., Writers Here and Now Reading Series 0106 Francis Scott Key Hall. Free. Authors Ed Barrett, and Jennifer Clarvoe will read their work. For more information, contact Don Berger at 5-3820.

7 p.m., Sadat Lecture for Peace Dekelbourn Concert Hall, Clarice Smith Performing Arts Center. This year's speaker is Mary Robinson, former President of Ireland and former United Nations High Commissioner for Human Rights. Tickets may be picked up from the Clarice Smith Performing Arts Center box office. For more information, contact Beth Workman at 5-5722 or bworkman@bsos.umd.edu, or visit www.bsos.umd.edu/dean/mary_robinson.html.

7:30-9:30 p.m., Big Band Showcase Kay Theatre, Clarice Smith Performing Arts Center. Free. Chris Vadala leads a performance of jazz standards by big bands of the Jazz Studies program. Early arrival is

strongly recommended; late seating at appropriate breaks only. For more information, call (301) 405-ARTS or visit www.music.umd.edu/calendar.

THURSDAY

march 18

Noon-2 p.m., Kenneth Maxwell and The History of Empires and U.S. Unilateralism: Is It All a Question of When? 2120 Francis Scott Key. Free. Brown-bag lunch discussion. For more information, contact Daryle Williams at 4-2615 or daryle@umd.edu, or visit <http://www.driskellcenter.umd.edu>.

5:30-8:30 p.m., Kick Off Spring Break with Jazz Night at Mulligan's Grill University Golf Course. Jazz night features our favorite university jazz band Cheek to Cheek. Come early for Happy Hour. For more information, contact Chris Cantore at 4-6630 or ccantore@dining.umd.edu, or visit www.dining.umd.edu/where_to_eat/restaurants/mulligans_grill.cfm.

8 p.m., Making Dances/Taking Chances Dance Theatre, Clarice Smith Performing Arts Center. Dance student showcase. For more information, call 5-ARTS.

FRIDAY

march 19

8:30 a.m.-3 p.m., TECH 2004 Stamp Student Union. A free showcase sponsored by the Institute for Systems Research, Department of Electrical and Computer Engineering, Institute for Advanced Computer Studies, and the Department of Computer Science. Register online at www.tech2004.umd.edu. For more information, contact Chris at 4-2716 or mccarthy@umiacs.umd.edu.

9 a.m.-3 p.m., UHR Pre-Retirement Seminar 1528 Van Munching Hall. The Employee Benefits Office is offering a pre-retirement seminar for employees in the State Pension and Retirement system. Seating is limited. For more information, contact Dave Rieger at 5-5655 or drierger@umd.edu, or visit <http://uhr.umd.edu/EBO/registration.html>.

Noon, Developmental Idealism and Family Change: A Research Agenda 1101 Art/Sociology Building. Arland Thornton, professor of sociology at the University of Michigan, will speak. For more information, contact Hoda Makar at 4-1049 or hmakar@popcenter.umd.edu.

Noon, Ecosystem Engineering by Leaf-tying Caterpillars 1130 Plant Sciences Bldg. John Lill from the Department of Biological Sciences, George Washington University, will give the Entomology Department colloquium. For more information, call 5-3911.

TUESDAY

march 30

1:30-3:30 p.m., Seventh Annual Faculty Research Forum Special Events Room, sixth floor, McKeldin Library. "Teaching to Transform" is the theme for this campus-wide diversity initiative. For more information, contact Sivagami Subbaraman at 5-8287 or shivas@umd.edu.

5:30 p.m., Donna Uchizono Dance Company Kay Theatre, Clarice Smith Performing Arts Center. For more information, call 5-ARTS.

6-9 p.m., Adobe Photoshop: Designing Graphics and Photo Editing 4404 Computer & Space Science. Work is geared toward placing graphics on the Web. Prerequisites include a WAM account. For more information, contact Carol Warrington at 5-2938 or cwpost@umd.edu, or visit www.oit.umd.edu/pt.

8 p.m., Baltimore Symphony Orchestra Dekelbourn Concert Hall, Clarice Smith Performing Arts Center. All-Beethoven program. For more information, call 5-ARTS.

WEDNESDAY

march 31

9 a.m.-4 p.m., XML Overview (OIT Short Course) 4404 Computer & Space Science. Class participants will learn how to create well-formed and valid XML documents. Pre-registration is required at least three working days before the class date at

LETTER TO THE EDITOR

Dear Ms. Bailey,

The recent Washingtonian article titled "Move Over, UVa" was a great testament to how far the University of Maryland has come in the past few years. Unfortunately, Outlook's report on the Washingtonian piece [Feb. 17, "Maryland is 'Closing Fast' on Virginia] missed a big part of the puzzle in the university's rise; that piece is the College of Behavioral and Social Sciences.

Washingtonian reporter Al Sanoff declared Maryland superior to Virginia in the behavioral and social sciences, but this was ignored in Outlook. The Washingtonian article notes that Maryland ranks higher than Virginia in economics and sociology and that we have a "top-flight" criminology department. The Washingtonian article also singles out two professors in the College of Behavioral and Social Sciences. But none of this made it into Outlook.

Six of seven ranked academic departments in the College... are among the top 30 in their discipline. The College ranks first or second in the nation in terms of federal research dollars secured in the social sciences; last year it was nearly \$60 million. And we offer four of the five most popular major on campus and graduate a quarter of this university's students!

We all celebrate Maryland's growing reputation as one of the top public research universities in the country. When we talk of sciences and engineering leading the way we must not forget that includes the human face of science...

Sincerely,

Edward Montgomery, Dean
College of Behavioral and Social Sciences

www.training.umd.edu. The fee for faculty and staff is \$100. For more information, contact Jane Wieboldt at 5-0443 or oit-training@umd.edu.

Noon-1 p.m., Impact of New Visa Policies on International Students 0114 Counseling Center, Shoemaker Building. Valerie Woolston, director of International Education Services, will speak. For more information, contact Catherine Sullivan at 4-7690 or cms13@umd.edu.

THURSDAY

april 1

Noon-1:30 p.m., Brown v. Board of Education: A Charter for Equal Educational Opportunity in the New Century Nyumburu Cultural Center. William Taylor of Georgetown University will speak. For more information, call 5-7277.

FRIDAY

april 2

Noon, Stimulating Fish in a Warmer, More Urban World: Impacts and Interactions of Climate Change and Land Use Change 1130 Plant Sciences. Entomology professor Karen Nelson will speak. For more information, call 5-3911.

Noon-1 p.m., The Center for Risk Communication Research Colloquium 0200 Skinner. The center is hosting its first colloquium series, on

risk communication and public perceptions of risk. For more information, contact Linda Aldoory at 5-6528 or riskcenter@umd.edu, or visit www.comm.umd.edu.

For additional event listings, visit <http://outlook.collegepublisher.com>.

Outlook

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calendar guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314 or 405. Calendar information for Outlook is compiled from a combination of inform's master calendar and submissions to the Outlook office. Submissions are due two weeks prior to the date of publication. To reach the calendar editor, call (301) 405-7468 or send e-mail to outlook@accmail.umd.edu.

Looking for a Few Good Men, and Women

The Office for Organizational Effectiveness (OOE) is gearing up for its next training session for its Peer Consulting Network. Male faculty and staff and people of color are especially encouraged to apply.

After participating in concentrated consulting skills training, network members shadow OOE consultants on various assignments across campus. They continue to learn through coaching and a gradual assumption of consulting responsibilities. PCN members meet regularly for ongoing professional development.

"The skills and knowledge I've gained as a



PHOTO BY JOHN T. CONSOLI

member of the PCN have not only contributed to the campus clients I've served, but have enriched me professionally," says Warren Kelley, assistant vice president for student affairs.

Members report improved job performance and better functioning of their own units as a result of the training they receive. Some have even used learned skills to move into better positions.

The next training will be held June 7 to 11. Those interested in applying should contact Vicky Foxworth, OOE director, at (301) 405-5249 by April 16. For more information, go to www.provost.umd.edu/OOE/index.html.

CUSS: Helping Staff Reach Their Potential

Continued from page 1

one informed, through CUSS and their system representatives, that University Human Resources does offer a wide variety of training that everyone can benefit from."

Graham-Fisher, who wants to work on CUSS' benefits and compensation committee,



Mary Graham-Fisher

believes that getting more staff members engaged in the university is an important step.

"I welcome suggestions and comments on ways to engage people and hear their ideas," she says.

"I wanted to get involved to



Natalie Torres

make sure that the people who make this university what it is are protected," says Torres. "We cannot forget the mission of the university or the families of the employees who are dedicated to making the mission realized."

PHOTOS BY WILLIE BROWN

Reach Mary Graham-Fisher at (301) 405-3214 or mkgraham@umd.edu. Natalie Torres can be reached at 405-5651 or ntorres@umd.edu.

For information about CUSS, go to www.usmh.usmd.edu/Leadership/Workgroups/SystemStaff/

Williams: Studying Politics, Diversity

Continued from page 1

Williams is not dismissing instruction by graduate students, though she says that "it's telling that full-time faculty are either not electing to nor being assigned to teach diversity courses."

She began her research by requesting syllabi for each of those courses, so that she could see how instructors pulled diversity into his or her instruction.

"Some have said that their syllabus is not a good representation of the class, that the experiences and background of the students brings some of the diversity into the course," says Williams. "I think it would be better if it became a more conscious part of the syllabi."

Williams' general proposition, as she wrote in a paper explaining her work, "is that diversity-specific courses are not enough; broader distributive study courses, taken by far more students, must become part of the mix IF diversity efforts in curriculum and pedagogy are to be advanced."

Rather than simply point out what is missing, Williams

would like her research to uncover best practices for integrating diversity into curriculum that reaches more of the university's students.

While focusing on the campus is new for Williams, exploring issues of race, gender and class diversity is not. A principal with the Democracy Collaborative, she works with the Scholar-Practitioner Engagement Program to discern what "ought to be a research and practice agenda for the 21st century." Her new book, "The Constraint of Race: Legacies of White Skin Privilege," explains how the politics of race in the United States has acted as a constraint on the development of a more equitable and generous social policy regime.

All this work on inclusion and equal voice fits in with Williams' main areas of research, namely public policy and electoral politics. She finds the current "spirited" presidential campaign interesting. "It's going to be a very strong challenge, a close race...and it ought to make more people participate."

On March 30 from 1:30 until 3:30 p.m., OHRP will host a Campus-wide Diversity Initiative Faculty Research Forum, "Teaching to Transform: Intergroup Dialogue as a Cutting-Edge Teaching Strategy in All Disciplines." It will feature research findings by Marvin Scott, kinesiology department; Jim Greenberg, director of K-12 projects for the Maryland Institute on Minority Achievement and Urban Education; and Dan Balon, intergroup dialogue program specialist with OHRP. The event will take place in the sixth floor Special Events Room of McKeldin Library. For more information, contact Sivagami Subbaraman at (301) 405-8287, or at shivas@umd.edu.

Applications are being accepted for the 2004-05 Faculty Support Awards for teaching, research and service. The deadline is April 5. For more information, go to www.inform.umd.edu/ohrp/faculty/fsa.html, or call OHRP at (301) 405-2838.



Between the Columns

Seasoned Seniors Provide Vital Services

Now into its 26th year, the Retired Volunteer Service Corps comprises 90 seniors from the community and some retired faculty who volunteer in departments throughout the campus.

They march into departments where they help whip a student's term paper into shape at the Writing Center or help a physics student solve a complex problem in the Slawsky Physics Clinic. This legion of dedicated men and women make up the RVSC, a program that not only benefits the volunteers but also the students, faculty and staff who work with these volunteers. Their service to the university is valued at nearly a half million dollars a year.

As RVSC coordinator since 1997 and a volunteer for five years in the Writing Center, I am no stranger to the university. A 1955 graduate, I recall a time when there wasn't an Atlantic Coast Conference and basketball games were played in Ritchie Coliseum. Annapolis Hall was a gymnasium, classrooms were primarily in buildings clustered around the Mall and the Music Department was in a humble prefab building near where the South Campus Dining Hall now resides.

My fraternity was one of the first occupants of the new houses in Fraternity Row. My class was the first to have its commencement in Cole Field House, and the McKendin Library and Student Union Building were under construction.

Who makes a good candidate for the Retired Volunteer Service Corps? People who want to continue leading fruitful and productive lives. We don't want to sit in a rocking chair and grow old. When you stay active,

you stay young.

Volunteers work in more than 25 diverse departments on campus, ranging from the Engineering Department and the Learning Assistance Service to the Clarice Smith Performing Arts Center. Where a volunteer works depends on his or her skill, interest, or pre-retirement career. The volunteers come from a variety of backgrounds and the tasks vary according to the interest of the person volunteering, as well as the needs of the department.

RVSC volunteers work hours that are convenient both to them and to the supervisor and in compensation for their service they receive a number of fringe benefits. In addition to parking privileges, volunteers are issued an Affiliate ID card that allows them to ride the UM Shuttle to and from home, join the Health and Fitness Center, shop in the University Bookstore, use the university's libraries and have a WAM email account.

The RVSC also has social functions each year, including a popular holiday party held at Mulligan's Grill in December and a May reception hosted by President and Mrs. Dan Mote at their residence. These functions give volunteers, faculty and staff from different departments a chance to interact with each other.

The Retired Volunteer Service Corps is always seeking more campus opportunities for volunteers, as well as additional volunteers to participate in the program. For more information, contact the RVSC Office at (301) 266-4750 or jcollard@umd.edu.

—by Jed Collard,
RVSC Coordinator

Focus Groups: Listening

Continued from page 1

Bisexual and transgender faculty and staff
Friday, April 2, 11:30 a.m.-1p.m.
Maryland Room, Marie Mount Hall

Gay men faculty
Thursday, March 18, 8:30-10 a.m.
2105 Main Administration Bldg.

Gay men exempt staff
Wednesday, March 31 11:30 a.m.-1p.m.
2105 Main Administration Bldg.

Gay men non-exempt staff
Tuesday, April 6 11:30 a.m.-1p.m.
Maryland Room, Marie Mount Hall

Lesbian faculty
Wednesday, March 17, 8:30-10 a.m.
2105 Main Administration Bldg.

Lesbian non-exempt staff
Friday, March 19 11:30 a.m.-1p.m.
Maryland Room, Marie Mount Hall

Lesbian exempt staff
Wednesday, April 7 11:30 a.m.-1p.m.
2105 Main Administration Bldg.

Spanish-speaking faculty and staff
Tuesday, April 20 11:30 a.m.-1p.m.
Maryland Room, Marie Mount Hall

For Your Interest

Scholarship Day

On Sept. 22, the first campus-wide research and scholarship day on race, gender, ethnicity and other dimensions of difference will be held in the Stamp Student Union. The day will feature the work of faculty and graduate students in all fields that expands our knowledge of difference and diversity.

Scholars from all disciplines and colleges are encouraged to participate by submitting proposals for papers and poster sessions to the Consortium on Race, Gender and Ethnicity (2103 Tawes) by April 5.

For more information, contact Lil Roberts at (301) 405-3359 or lroberts@umd.edu, or visit www.cрге.umd.edu.

Resurfacing Campus Drive

Operations and maintenance will be milling and paving Campus Drive between "M" circle and HH Lot during spring break, weather permitting. There will be detours/maintenance of traffic signs for the public.

For more information, contact Adrienne Stearns at (301) 405-7097 or cs358@umail.umd.edu.

Transportation Fair

The Department of Transportation Services (DOTS) will be hosting an Alternative Transportation Fair on Wednesday, April 7 from 10 a.m. to 2 p.m. at the Prince George's Room in the Stamp Student Union.

Representatives from WMATA, MARC rail, Ride-On, Connect-A-Ride, The Bus, Commuter Connections, Howard County Commuter Solutions and DOTS will be available to answer questions and to enroll faculty, staff, graduate and teaching assistants in the Metrochek program—and to issue free SmarTrip cards. There will be giveaways and hourly door prizes, including a brand new bicycle and helmet from College Park Bicycles.

For more information, call the Department of Transportation Services at (301) 314-4537.

Call for Proposals

The Professional Concepts Exchange Conference Planning Committee is accepting proposals for workshops during their 22nd annual conference on June 4 at the Inn and Conference Center. The committee encourages workshop topics to address the Conference theme: "Empowering the Individual for A Workplace."

For more information, contact Theresa Prince at (301) 405-3936 or tprince@umd.edu.

Student Leader Nominations

The Office of Community Service-Learning encourages faculty and staff to nominate outstanding students for the "Megan Cooperman Award for Outstanding Leadership in Service," which will be presented to a graduating senior who has organized and inspired other stu-

Experts Tackle Taiwan's Upcoming Election



PHOTO BY DESIR BROWN

(From left to right) Chung-chian Teng; Haipei Shue; Scott Kastner, assistant professor of government and politics; and Tieh-lin Yin.

A panel of writers and scholars analyzed Taiwan's hotly contested presidential election in a forum held by the Institute for Global Chinese Affairs in the Language House last Thursday.

Tieh-lin Yin, founder of the Institute of Sino Strategic Studies, called the election a "triple loss situation" for the Taiwanese.

"This election could widen and deepen the gap from mainland China culturally and politically... China is afraid of that."

The election, set to take place in four days between Democratic Progressive Party candidate President Chen Shui-bian and Kuomintang candidate Lien Chan, has been recently complicated by Shui-Bian's anti-China referendum.

Chung-chian Teng, a visiting scholar at George Washington University, pointed to several polls in which Shui-bian, who was slightly trailing Chan, seems to have gained momentum and support since he introduced the referendum in January.

"You can see the importance of opinion polls in this election."

On March 20, the Taiwanese will also vote on their first referendum, a government plan to bolster military buildup against Chinese missiles targeting the island.

Referendum critics predict that if re-elected, Shui-bian will introduce an independence referendum, resisting Beijing's "one-China" policy.

Independent scholar Haipei Shue likened the two neighbors to a separated couple and doubted China's sincerity in rejoining the island and mainland.

"The husband wants the wife back, but never says 'I know I have some bad habits... that I'll quit.' They are pushing for unification for the sake of unification."

For more information on other events sponsored by the Institute for Global Chinese Affairs, call (301) 405-0208 or visit www.inform.umd.edu/igca. For more information on Taiwan's presidential election, visit www.gio.gov.tw/elect2004/.

dents to get involved in community service and service-learning activities.

For more information, contact Cara Appel Silbaugh at (301) 314-7938 or csilbaug@umd.edu, or visit <http://csl.umd.edu>.

Maximizing Potential

Learn the keys to performance and productivity in yourself and fellow faculty and staff members this summer. The Organizational Development and Training Office is offering programs between April and September in:

- Professional Development
- Management Development
- New Hire Orientation and PRD
- Environmental Safety
- University Business Skills
- Personal Development
- Financial Retirement

"Re-examining the Rules of Investing," "Urgency Addiction" and "Mentoring the Writing of Others" are three of several new courses being offered this session. Courses

range in cost and class time.

For more information or to register for a program, go to www.uhr.umd.edu and click on the link "Training Programs." Or contact the Organizational Development and Training Office at (301) 405-5651.

Artistic Freedom in Early Modern Italian Art

Join the Center for Renaissance & Baroque Studies for a seminar in its Works-in-Progress series from 12:30 to 1 p.m. on March 16 in room 0139 Taliaferro. Anthony Colantuono, Department of Art History & Archeology, will discuss the subject of "invenzioni" by presenting his basic thesis, brief textual passages, archival documents, letters, early theoretical writings and iconographic instructions for group discussion. There will be snacks and coffee.

For more information, contact Karen Nelson at (301) 405-6830, or knelson@umd.edu, or go to www.crbs.umd.edu/calendar.

Faculty & Staff Women's Golf

All faculty and staff are invited to help kick off the 2004 season at the University Golf Course on March 16 from 9:30 to 11:30 a.m. Nine- and 18-hole players will plan this year's program. Coffee and refreshments will be served. Admission is \$2.

For more information, contact Betty Bowers at (301) 405-6825 or ebowers@umd.edu.

Ethnic Minority Awards

Every year, the President's Commission on Ethnic Minority Issues (PCEMI) recognizes those who have worked to improve the racial climate on campus by presenting the Minority Achievement Awards. Make your nominations by April 5. Awardees will be honored at a ceremony in May.

For more information, visit www.inform.umd.edu/pceci/awards.html.